



Career progression, community management, personnel matters, and general information from the desk of the Navy Personnel Command, Force Master Chief, FORCM Jon Port

PTS – KNOW THE RULES

Counsel your Sailors with this message - "Your decisions now can impact your financial future!"

For Sailors who indicate they desire to reenlist on their PTS application, and intern is told they cannot reenlist and have over 6 years of service are eligible for severance pay. If they accept separation pay and then elect to affiliate and complete a career in the Navy Reserve, they're required to **pay back** the separation pay once retirement checks begin at age 60. This is a personal decision. In other words, if they need the money now to ease the family's transition to civilian life, it may well be worth it because the payback is gradually deducted from their Navy retirement checks over time. For many this is considered almost painless because at age 60, people have more sources of income and their children are usually grown.

Bottom line: encourage your Sailors to think about all options and make 'informed' decisions.

CCC HAS ANSWERS - NAVY RETENTION MONITORING SYSTEM (NRMS)

Did you know that your Career Counselors can find attrition rates, reenlistment rates, transactions, and retention honor roll eligibility in NRMS? All this information can be tracked in the Navy Retention Monitoring System (NRMS) – *Yes, yet another acronym for you to know*. NRMS is the source for reporting and analyzing retention data and metrics. NRMS offers list style; pre-formatted reports include all the unit-level data required by most commands. Additionally, multi-dimensional, cube-style reports are utilized by fleet and staff level users conducting in-depth retention analysis. These cube reports allow users to slice and dice data to answer almost any range of data requirements generated by commands. For more information about NRMS account creation and training, or visit [NPC's Career Counselors' Corner](#)

LOW ASVAB SCORES COULD MEAN NO PTS APPROVAL

The Armed Forces Qualification Test (AFQT) score from the ASVAB is what determines a Sailor's eligibility to convert to a different rating in the application process of Perform to Serve (PTS) application. Your retention odds improve if you list an alternate rating as an option when filling out your PTS application. Many Sailors want to stay in their original rate and wrongly think that by not choosing conversion as an option, they're more likely to get a quota in their current rating. If Sailors don't list other ratings, there's no plan B or plan C to fall back on if they don't get selected for a quota in their current rate. Sailors can solve this pitfall by listing a second and third rating option in PTS choosing to convert if not selected in-rate. We're in an extremely competitive time in our Navy's history. Give yourself opportunities to stay by being flexible and more so by being assertive with PTS. You have an option to retake the ASVAB to improve your score, but beware, you could get a lower score than your original score if you don't study or refresh basic Math and English skills. There are study guides available, NKO courses, and many ships offer classes to boost these basic skills before you take the ASVAB again. Remember, low ASVAB scores may mean no PTS conversion quota. Prepare yourself and you'll be prepared for PTS conversion.

E-LEAVE DEADLINE

New leave policies in late 2010 mandated use of Electronic Leave (e-Leave). Per NAVADMIN 252/10, shore commands and submarine forces began using e-Leave in 2010. Since then, 268,346 successful leave transactions have been processed as of the 2nd of March 2011. This number will grow rapidly as ships and aviation squadrons deploying on ships convert to using e-Leave. Afloat commands are directed to shift to using e-Leave no later than October 2012. In order to meet the Navy-wide deadline, the Navy Standard Integration Personnel System (NSIPS) is upgrading NSIPS servers onboard ships to deliver this capability to the fleet. For questions on any of the NSIPS-related tools call the NSIPS help desk toll-free at (877)589-5991 or email nsipshelpdesk@navy.mil

Our Navy History

March 6th, 1822 - USS *ENTERPRISE* captured four pirate ships in the Gulf of Mexico

March 7th, 1994 – U.S. Navy issued first orders to women assigned aboard combat ship, USS *EISENHOWER*

And on **March 10th, 1783** - USS *ALLIANCE*, under command of CAPT John Barry, defeated HMS *SYBIL* in the final naval action of the Revolutionary War in West Indies waters

Quote of the Week

"To be able to lead others, a man must be willing to go forward alone." ~President Harry S. Truman